

Exhibit O

To: Victoria Ochocinski[Victoria_Ochocinski@aij.com]
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From: Melissa Haggerty[Melissa_Haggerty1@aij.com]
Sent: Tue 7/12/2022 9:57:17 PM (UTC)
Subject: Resignation

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Vickie,

I was hoping to catch you before the end of the day so we could discuss – feel free to call me in the morning if you want to talk it through.

Alliant made me an offer I couldn't refuse and I accepted. I am resigning from my position at Gallagher effective immediately. It's a great opportunity for me and I have a family to take care of, so that was a major factor in my decision. Additionally, I had been promised a promotion at Gallagher for months that never came to fruition, and I'm disappointed. The counter offer I received verbally from Jim was just not enough to make me reconsider, with the amount of work I would've faced.

I really hate to leave you all hanging, and I hope the below list of open items will help you somewhat.

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